

Biographies of the OB T-group facilitators:

Esther Hamilton has served on the faculty of Northeastern University, the Naval Postgraduate School, and Pepperdine University. At Pepperdine, she was a tenured, full Professor of Organizational Behavior and Management. Her master's and doctoral work were completed at Tufts University and Harvard University, 1975 and 1982, respectively.

Esther received Pepperdine University's The Harriet and Charles Luckman Distinguished Professor Award in 1993. In 1994 she received the David L. Bradford Distinguished Educator Award. In the year 2000 she was the recipient of the national OBTS Distinguished Educator Award for "outstanding contributions to the field of management education." In 2009 she was honored by being named a Fellow of the OBTS Teaching Society of Management Educators.

In 1985 Esther received the William Jerome Arnold Best Paper Award from the Academy of Management. She has published numerous research articles in the fields of group dynamics and professional effectiveness. Her publications have appeared in the Journal of Applied Behavioral Sciences, the Journal of Organizational Change Management, and the Journal of Management Education.

Esther served on the Organizational Behavior Teaching Society's (OBTS) Board of Directors from 1983 to 1986, and was on the Executive Board of the Academy of Management's Division of Managerial Consulting from 1986 to 1989. She was the Associate Editor of the Journal of Management Education from 1989 to 1994. She organized the First Regional Organizational Behavior Teaching Conference, 1983, held in Boston and co-sponsored by the Organizational Behavior Teaching Society and Northeastern University.

She has participated in a variety of personal growth labs over the years, including Barry Oshry's Power & System's Lab, NTL's WeirLab (Jungian Workshop in Self Differentiation), Bob Tannenbaum's Encountering the Self, Roger Harris' Personal Power and Influence Lab, a number of Est Workshops, NLP Training, and the Tavistock Institute.

Her consulting clients have included the US Navy, Safeway Supermarkets, Digital Equipment, Nabisco, and Hewlett Packard, among numerous others. Esther has facilitated T-groups and leadership, power, negotiation, and communication skills labs for the NTL Institute for the Applied Behavioral Sciences since 1982, and for many years served as Dean of NTL's Leadership Excellence Laboratory.

William Torbert is Professor of Management Emeritus of the Carroll School of Management at Boston College as of July 2008. He earlier served as the school's Graduate Dean and Director of the Ph.D. Program in Organizational Transformation. He also continues as one of the founding faculty of the Executive Program Leadership for Change Program at Boston College.

Bill is a founding Research Member of the International Society for Organizational Learning. Within the academy, he has served as Chair for the Organization Development & Change

Division of the Academy of Management and on the Board of the Organization Behavior Teaching Society, as well as on the boards of numerous scholarly journals. Outside the academy, Bill has consulted widely (e.g. Odebrecht Construction [Brazil], Volvo and UBS Warburg [England], Lego [Denmark], Center for Creative Leadership [USA]). He currently partners with Harthill Consulting UK and the Center for Creative Leadership.

With regard to scholarship, Bill is best known for his theories, cases, surveys, and lab and field experiments in regard to developmental transformation at both the personal and organizational levels, as well as within science itself, undergirded by an action research process exercised in real-time, everyday life, called "developmental action inquiry." Unlike most purely third person, analytic social science research, action inquiry integrates first person, second-person, and third-person research/practice in real-time.

His many books include: 1) his national Alpha Sigma Nu award winning *Managing the Corporate Dream* (Dow Jones-Irwin, 1987); 2) his Terry Award Finalist book *The Power of Balance: Transforming Self, Society, and Scientific Inquiry* (Sage, 1991); 3) *Transforming Social Inquiry, Transforming Social Action*, coedited with Francine Sherman (Kluwer, 2000); and currently 4) *ACTION INQUIRY: The Secret of Timely and Transforming Leadership* (Berrett-Koehler, 2004).

Bill received a BA, magna cum laude, in Political Science & Economics and a Ph.D in Administrative Sciences from Yale University, holding a Danforth Graduate Fellowship during his graduate years, and completing the NTL Behavioral Science Internship.

He taught at Yale, Southern Methodist University, and Harvard prior to joining the Boston College faculty in 1978. He won the Outstanding Professor Award at SMU in 1972, in 1989 won second place nationally as Distinguished Educator in OB, and in 1991 won the first Carroll School MBA Alumni Distinguished Teaching Award.